Here's a comparison of all three approaches (RSAM-only, SNOW-only, Hybrid) to help guide your decision. Spoiler: **Hybrid usually gives the best of both worlds**, but here’s a breakdown:

**🔁 1. RSAM-Only Approach**

**Pros:**

* Keeps all access workflows in a single system.
* No integration overhead.
* Already used by teams, familiar process.

**Cons:**

* RSAM lacks advanced dynamic approval routing.
* Adding logic for per-legal-entity (LE) approval can be cumbersome and require system customization.
* Less scalable with growing country/LE list.
* Complex to maintain audit and SLA tracking for each LE separately.

**When to consider this:**

* RSAM can be heavily customized and is under your team’s control.
* Minimal legal compliance needs (not ideal here).
* Team prefers simplicity and single-system ownership.

**☁️ 2. SNOW-Only Approach (Full Migration)**

**Pros:**

* SNOW has strong support for dynamic workflows, SLA tracking, delegation, audit, etc.
* Easier to handle complex, growing approval structures.
* Easier to include business logic like ABAC, multi-LE logic, JIT.

**Cons:**

* Migrating existing RSAM data and logic can be a big lift.
* Might face resistance from teams already embedded with RSAM.
* Requires SNOW team ownership or heavy collaboration.

**When to consider this:**

* RSAM usage is minimal or phasing out.
* You want to align access with a centralized ITSM system like SNOW.
* Your org already uses SNOW for most workflows.

**🔗 3. Hybrid Approach (Recommended)**

**Flow:**  
User initiates in RSAM → SNOW handles LE approvals → SNOW sends back result → RSAM completes approval → Access granted.

**Pros:**

* Retains existing RSAM structure and user habits.
* Adds LE approval routing and flexibility with SNOW.
* SNOW acts as a plug-in approver and audit layer.
* Easier to scale as more countries/legal entities get added.
* Future migration to SNOW becomes easier (gradual shift).

**Cons:**

* Slightly complex to integrate.
* Requires SNOW-RSAM handshake via API or DB bridge.

**When to consider this:**

* RSAM is well adopted, but lacks flexibility.
* Legal/compliance asks are growing.
* You want phased adoption without disrupting user base.

**🧠 My Recommendation: Hybrid for Now, Modular SNOW Later**

Start with the hybrid approach to satisfy all stakeholders quickly **without disrupting RSAM**.  
Meanwhile, build SNOW as a modular approval + audit layer.  
In the long term (6–12 months), monitor performance and user feedback. You can then decide whether to gradually shift fully into SNOW.